



**Proposed Memorandum of Understanding  
2014-2018**

**ECONOMICS**

	July 2014 - June 2015	July 2015 - June 2016	July 2016 - June 2017	July 2017 - June 2018
<b>COLA (8.2%) over term of MOU</b>	No increase	No increase	4% effective July 3, 2016	2% effective July 9, 2017 2% effective January 7, 2018
<b>"Me Too" Clause</b>	Any sworn bargaining unit that receives a total compensation increase, surpassing those delineated here, at any time during the duration of this MOU, shall receive the equivalent total compensation increase.	Remains	Remains	Remains
<b>Overtime</b>	Minimum of \$70 million	City to budget a minimum of \$80 million	City to budget a minimum of \$90 million	City to budget a minimum of \$100 million
<b>CTO optional buy down (overtime bank)</b>	City to provide a \$5 million bank buy down (up to \$2,000 per person), first come, first serve starting August 2015	City maintains option to buy down	City maintains option to buy down	City maintains option to buy down
<b>City-paid Health Subsidy</b>	Set at \$1,169.24	Increased to \$1230 per month	Increase to \$1290 per month	Increase to \$1350 per month
<b>City-paid Dental Subsidy</b>	Remains \$76 per month	LAPRA Blue Cross dental increases from \$73 to \$76 subsidy, Delta Dental remains the same at \$76	Increases to \$78 per month	Increases to \$80 per month
<b>MOU Holidays</b>	1) Compensated in cash or time at employee's discretion (half the hours worked at straight time) 2) Additional MOU holiday added - Veterans Day	Remains	Remains	Remains
<b>Uniform Allowance</b>	Increased to \$1,525; paid in July 2015	Remains \$1,525	Remains \$1,525	Remains \$1,525
<b>Excess Sick Time</b>	Cash pay down of excess sick time over 800 hrs.	Remains	Remains	Remains
<b>Accrual of Overtime (Banks)</b>	Employee discretion for cash or time up to an annual bank of 150 hours (then cash as long as funded). Bank is set aside and reset to zero each July 1st.	Remains	Remains	Remains
<b>Vacation Time Banks</b>	Employees may bank up to (3) three years of vacation time.	Remains	Remains	Remains
<b>Education/Training Fund</b>	City payment remains \$100,000	City payment increases to \$300,000	City payment remains \$300,000	City payment remains \$300,000
<b>In-the-line of duty Death Benefit (Funeral Costs)</b>	City increased funding for funeral services and related costs from \$15,000 to \$30,000	City funding remains at \$30,000	Remains	Remains
<b>Bonuses</b>	All bonuses maintained at current levels	All bonuses maintained at current levels	All bonuses maintained at current levels	All bonuses maintained at current levels

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<b>IOD Medical Exams (off duty)</b>	Increase from 2 to 4 hours (straight time)	Remains	Remains	Remains
<b>Show-up/No work</b>	Increase from 2 to 4 hours (straight time)	Remains	Remains	Remains
<b>No Code 7 Deduct for Court</b>	No Deduct for Code 7 while in court during off duty hours	Remains	Remains	Remains
<b>Stand by Time</b>	Overtime begins when call out notification is received.	Remains	Remains	Remains
<b>Temporary Higher Level Position</b>	Employee working out of classification for 28 days or more will be automatically compensated at the higher rate of pay (previously required 56 days and only effective if employee submitted formal request).	Remains	Remains	Remains
<b>Employee Furloughs</b>	City and Department have no authority to furlough officers	Remains	Remains	Remains
<b>Special Event Start of Watch</b>	Start of watch begins at time equipment is picked up at division/area of assignment.	Remains	Remains	Remains

**NON-ECONOMICS**

<b>Employee Assistance Program (Managed Health Network)</b>	Increased City contribution from \$717,000 to \$840,000; new program "Save a Warrior" program	City payment remains \$840,000	City payment remains \$840,000	City payment remains \$840,000
<b>Letters of Intent</b>	Sick letter Leave Policies and Guidelines for Sick Letter Issuance; Physical Fitness Incentive; Automatic Enrollment into Deferred Compensation for New Employees; Discipline Issues; Honor Guard Uniform and Equipment Funding.	N/A	N/A	N/A
<b>Employee Travel - Overnight Accomodations</b>	Employee traveling for investigation or training requiring overnight stay shall receive single occupancy accomodations.	Remains	Remains	Remains
<b>Night Detectives</b>	Detectives cannot be loaned to another watch for more than 2 DPs unless mutually agreed upon.	Remains	Remains	Remains

**\*\*\*END\*\*\***